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ABSTRACT

The purpose of this research was to assess and analyze the frequency and trends of multicultural counseling articles in thirteen journals published by the American Counseling Association (ACA) from 1980 to 1996, with specific focus on four racial and ethnic groups prevalent in the United States: African American, Asian American, Latino, and Native American. The results of the research show that all thirteen journals published articles on racial and ethnic groups; however, the greatest number of these articles were published by the "Journal of Counseling and Development" and the "Journal of Multicultural Counseling and Development." The majority of these articles dealt with racial and ethnic groups in general, followed by articles with specific focus on African Americans. Less attention was given to Latinos, Native Americans, and Asian Americans. There was a balance between empirical and nonempirical contributions. The subject focus of all the articles concentrated mainly on counselor training issues. (Contains 24 references and 3 tables.) (Author)

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Analysis of Multicultural Counseling Articles Published by the American Counseling Association July 1980 to June 1996

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Analysis of Multicultural Counseling
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ABSTRACT

The purpose of this research was to assess and analyze the frequency and trends of multicultural counseling articles in thirteen journals published by the American Counseling Association (ACA) from 1980 to 1996, with specific focus on four racial and ethnic groups prevalent in the United States: African American, Asian American, Latino, and Native American.

The results of this research show that all thirteen journals published articles on racial and ethnic groups; however, the greatest numbers of these articles were published by the *Journal of Counseling and Development* and the *Journal of Multicultural Counseling and Development.* The majority of the articles dealt with racial and ethnic groups in general, followed by articles with specific focus on African Americans. Less attention was given to Latinos, Native Americans, and Asian Americans. There was a balance between empirical and nonempirical contributions. The subject focus of all the articles concentrated mainly on counselor training issues.

Introduction

Multicultural counseling literature has increased enormously in the past 30 years. During the 1980s there was concern as to the amount and direction of the literature in journal articles. Some authors considered the field of multiculturalism to bc in its infancy and that it lacked a clear identity and solid direction at a critical juncture (Heath, Neimeyer, & Pedersen, 1988; Ponterotto, Casas, Suzuki, & Alexander, 1995). The direction of change was not clear (Heath et al., 1988; Pedersen, 1985; Ponterotto, 1986; Ponterotto & Sabnani, 1989). In 1988, a Delphi poll on the future of multicultural counseling (Heath et al.) predicted an increase in training and preparation of practitioners, particularly in the number of counselor education programs incorporating skill development. The panel of experts also predicted an increase in areas related to theory and research, as well as an increase in publications related to Latinos, Asians, and African Americans, with Native Americans being the group least likely to be the focus of articles. A ranking of the journals most likely to publish multicultural counseling articles was obtained. The ranking was comprised from the nominations of experts in the field. The three highest-ranked journals were the *Journal of Counseling Psychology*, the *Journal of Counseling and Development*, and the *Journal of Multicultural Counseling and Development*. This poll constituted an important frame of reference for the future since it identified major trends in multicultural counseling and paved the way for changes where needs were identified. A later study by Perez, Constantine, and Gerard (2000) identified an increase in multicultural articles (12%) published in the *Journal of Counseling Psychology (JCP)* spanning 1988 until 1997.

Ponterotto (1986) conducted a content analysis of the *Journal of Multicultural Counseling and Development.* His recommendations included more diversified articles on ethnic minorities, more special issues, particularly on career development, and a special focus on

individual ethnic minorities. Five years later, another study (Bennett, Rowe, & Hill, 1991) on the contents of the same journal yielded an increase in articles on minority personality development and research utilizing multivariate analysis. However, the authors observed that there was still a lack of ethnic representation among Asian Americans, Latinos, and Native Americans. A recent analysis including articles published in the *Journal of Multicultural Counseling and Development* between 1985 and 1999 (Pope-Davis, Ligiero, Liang, & Codrington, 2001) identified a continued need for articles focusing on Asian American and Latino counseling issues. Ernst and Ramirez (1994) conducted a similar study of the *Journal of Mental Health Counseling* during the first 10 years of publication (1979 -1988). Results indicated that minimal attention was given to minority groups and multiculturalism in general. Furthermore the literature consistently shows an imbalance, since most of the existing research studies published in scholarly journals were based on African Americans and to a lesser extent on Asian Americans, Latinos, and Native Americans (Leung, 1995; Ponterotto, 1986; Pope-Davis et al., 2001; Sue & Sue, 1990).

Das (1995) noted that since the mid-1960s a substantial amount of literature dealing with the mental health needs of racial and ethnic groups has been published. This literature provides a useful base of knowledge for practitioners. Nonetheless, some experts in the field think that further research is needed, particularly in the areas of counselor education and training programs, counseling and mental health, and counseling process and practice (Ponterotto et al., 1995; Sue & Sue, 1999). There has been a call for more directed research that may, in turn, give the profession a better understanding of more appropriate counseling interventions specific to various ethnic groups (Sue & Sue, 1990,1999). Published reviews have been identified numerous multicultural publications pertaining to multicultural counseling issues (Atkinson &

Lowe, 1995; Bennett et al., 1991; Ernst & Ramirez, 1994; Ponterotto, 1986; Ponterotto & Sabnani, 1989; Sue & Sue, 1990,1999). A large number of published books contain information with the aim of aiding practitioners in counseling ethnic minority groups (Aponte, Rivers, & Wohl, 1995; Paniagua, 1994; Pedersen, 1985, 1994; Ponterotto, et al., 1995; Sue & Sue, 1990, 1999). However, authors (Bennett et al., 1991; Ernst & Ramirez, 1994; Essandoh, 1996; Holcomb-McCoy & Myers, 1999; Leung, 1995) continue to stress the need for more studies on minority personality development; career development; the effects of race and ethnicity on diagnosis, process, treatment, and outcome; multicultural counseling competencies; and professional issues and ethics.

Currently, a major concern among counseling professionals is the amount and strength of empirical research regarding ethnic and racial groups: "After three and a half decades of research on cross-cultural issues in counseling, it seems appropriate to ask if there is empirical support for training more ethnic therapists, acquiring knowledge of ethnic cultures, and modifying traditional forms of treatment" (Atkinson & Lowe, 1995, p.389). Comprehensive definitions of multiculturalism have included information about race, ethnicity, sexual orientation, and disabilities, to name a few. Sue (2001) stressed the need for a better balance for all "group identities related to culture" (p. 792) pertaining to race. When clinicians experience discomfort related to race issues and focus on other group differences "...race becomes less salient and allows us to avoid addressing problems of racial prejudice, racial discrimination, and systemic racial oppression" (Sue, p.792). The issue of empirical research and attention given to multicultural counseling, particularly to the four ethnic and racial groups prevalent in the United States, becomes even more important in view of the current cultural diversity in the United States and its projected increase. By 2005 the U.S. Census Bureau (2000) projects that 13.3 percent of the U.S. population will be Latino, 13.1 percent African American, 4.6

percent Asian American, and 0.9 percent Native American. By the year 2050 Latinos, African Americans, Asian Americans, and Native Americans are estimated to reach 24.3, 14.7, 9.3, and 1.1 percent of the population, respectively. The largest increase in population is estimated to be among Latinos and Asian Americans. It is expected that by the year 2050 the Latino population will outnumber the nation's combined number of African Americans, Asian Americans, and Native Americans (U.S. Census Bureau, 2000).

In addition to the many authors from various disciplines who referred to the importance of multicultural competencies, professional associations have also increased their efforts toward reaching this purpose. The American Personnel and Guidance Association (APGA) was established in 1952 and assumed its present name in 1992, the American Counseling Association (ACA). One identified goal of ACA is to promote organizational changes "to create an organizational structure that is more responsive to the multicultural and developmental needs of those counseling practitioners, researchers, educators, and students who play a pivotal role in the present and future mental health care system in the United States" (D'Andrea & Daniels, 1995, p. 22).

The *Journal of Counseling and Development* is the flagship journal of the ACA. One purpose of the ACA, through its divisions and their publications is to enhance professional identity. Divisions are organized around specific interest and practice areas to provide specialized knowledge. The Association for Multicultural Counseling and Development (AMCD), a division of ACA, was created to "improve cultural, ethnic and racial empathy and understanding by programs to advance and sustain personal growth" (American Counseling Association, 1997).

Although the contents of the *Journal of Multicultural Counseling and Development* and the *Journal of Counseling and Development* were reviewed comprehensively (Bennett et al., 1991; Ponterotto, 1986; Ponterotto & Sabnani, 1989; Pope-Davis et al., 2001), as well as the

contents of the *Journal of Mental Health Counseling* (Ernst & Ramirez, 1994; Streicher & Gerstein, 1994), ten other journals published by ACA have not been assessed solely on their multicultural content. These journals tend to have a specific focus that attracts specialized practitioners in mental health, school counseling, measurement and evaluation, family counseling therapy, and group work.

The purpose of our analysis was to determine the inclusion of articles pertaining to racial and ethnic counseling issues within selected ACA journals over a 16-year period: A review of counseling articles addressing needs of other groups with diverse cultural identities was beyond the scope of this analysis and hence, was not included. Furthermore, the inclusion of articles on specific minority groups was assessed noting the empirical nature of the articles. Finally, this analysis evaluated whether the articles focused on vocational counseling, counselor training, or counseling techniques.

Methodology

This research analyzes the publication frequency of multicultural articles published in thirteen journals of the American Counseling Association (ACA) from July 1980 to June 1996, with particular focus placed on African Americans, Asian Americans, Latinos, and Native Americans. The thirteen journals reviewed were the following: *Career Development Quarterly (CDQ), Counseling and Values (C & V), Counselor Education and Supervision (CE & S), Elementary School Guidance and Counseling (ESG & C), The Family Journal: Counseling and Therapy for Couples and Families (FJ), The Journal for Specialists in Group Work (JSGW), Journal of Counseling and Development (JC & D), The Journal of Humanistic Education and Development (JHE & D), Journal of Mental Health Counseling (JMHC), Journal of Multicultural Counseling and Development (JMCD), Rehabilitation Counseling Bulletin (RCB),*

Measurement and Evaluation in Counseling and Development (MEC & D), and *School Counselor (SC)*. All of these journals were published prior to 1980, with the exception of *The Family Journal: Counseling and Therapy for Couples and Families*, which began publication in March 1993.

Only full-length articles dealing with ethnic and racial groups were taken into consideration. The lead author, a Latina female, reviewed all articles to determine inclusion and categorizing for this analysis based on content pertaining to multicultural counseling issues. A reliability check by another rater was not included at the time of this analysis. Messages from presidents and editorial pages were excluded. A review of books or texts related to multicultural counseling was beyond the scope of this analysis and was not included. The subject focus of each article and whether the articles were of an empirical or nonempirical nature were analyzed. The articles were carefully tallied both by individual journal and by all thirteen journals to obtain the total number of multicultural articles published. They were also arbitrarily divided among four-year spans from July 1980 to June 1984, July 1984 to June 1988, July 1988 to June 1992, and July 1992 to June 1996, to provide a closer examination of any trends within the sixteen year period. Percentages were drawn from the numbers of articles obtained merely to facilitate the understanding of the data and for comparisons.

For the purpose of this study, the articles were considered empirical when the authors dealt directly with a population and processed their information using statistical analysis. Case studies were also considered to be empirical. The remaining articles were considered to be nonempirical when the authors offered conclusions and suggestions based on nonstatistical studies.

This analysis defined articles that addressed multicultural counseling issues in a broad sense without being specifically focused on any one racial or ethnic group as "Ethnic and Racial Groups in General." The remaining ethnic groupings were derived from the specific foci of the articles. For example, an article that addressed counseling issues of Latinos, African Americans and Whites was classified as "Latino, Af-Am, and White" (see Table 1).

Regarding subject focus, articles about vocational issues were considered "career." Specific treatment techniques were considered "counseling techniques." Articles about ethnic and racial groups with nonempirical research contributing to the knowledge of practitioners due to their conclusions were considered "counselor training."

The data were then added individually per journal for the period July 1980 to June 1996. The total number of articles grouped by ethnic groups, research focus, and subject focus was separately tallied for all 13 journals, (see Tables 1-3).

Results

July 1980 - June 1996

Table 1 shows the overall number of multicultural articles of the thirteen ACA journals selected for this analysis. All journals published articles on multiculturalism, yielding a total of 588. Predictably, the largest numbers of articles were consistently published by the *Journal of Multicultural Counseling and Development* (41%) and the *Journal of Counseling and Development* (20%).

In general there is a good balance between empirical and nonempirical articles. From the period of July 1980 to June 1996 300 articles were empirical (51%) and 288 were nonempirical (49%) (see Table 1).

Of the 588 articles written on multiculturalism from July 1980 to June 1996, 319 focused on counselor training (54%), 159 were devoted to counseling techniques (27%) and 110 were on career and vocational counseling (19%) (see Table 1).

Racial and Ethnic Groups in General had the highest number of articles (299), representing 51% of all the articles (see Table 2). There were 145 articles (25%) written about African Americans; this group consistently received the highest attention after Racial and Ethnic Groups in General. Less attention was given to Native Americans with 43 articles (7%) and Latinos with 42 articles (7%). Asian Americans received the least attention with 21 articles published (4%). Twenty-two articles were devoted to comparison studies between African Americans and Whites, four articles compared Latinos and Whites, and five compared Asian Americans and Whites. Two articles were published in which African Americans, Native Americans, and Whites were used for comparison studies (see Table 2).

An interesting trend can be observed in the overall publication pattern (see Table 3). There was a steady increase in the number of articles in general over 16 years. Also, during 1992-1996 all of the journals included in this analysis published articles on multiculturalism. This increase attests to a heightened interest in multiculturalism. Furthermore, more articles were written on Racial and Ethnic Groups in General rather than on specific ethnic and racial groups. The majority of the articles examined counselor training (see Table 1). This pattern is encouraging because these articles are useful in assisting practitioners in becoming aware of the needs of ethnic and racial groups in general as well as issues in the field of multicultural counseling.

The *Career Development Quarterly*, the *Journal of Counseling and Development*, the *Journal of Multicultural Counseling and Development*, *Measurement and Evaluation of*

Counseling and Development, and *School Counselor* published articles on all the individual ethnic and racial groups from July 1980 to June 1996. However, the *Journal of Multicultural Counseling* and the *Journal of Counseling and Development* consistently published more articles on African Americans, Asian Americans, Latinos, and Native Americans (see Table 2). The other six ACA journals included in this analysis did not include articles on specific groups.

Discussion

Despite the fact that all journals published articles on diverse groups, there is a higher number of articles pertaining to ethnic and racial groups in general than on a specific group. African Americans received the most specific attention in the past 16 years with 145 articles (25%) written. In addition, 4% of the articles were based on comparison studies between African Americans and Whites, compared to only 0.9% of the articles comparing Asian Americans and Whites, and 0.7% comparing Latinos and Whites. There were no studies comparing Native Americans and Whites.

The fact that 51% of the multicultural counseling articles analyzed concern ethnic and racial groups in general emphasizes the trend in the literature addressing multiculturalism issues in general. These articles supplied information to providers regarding more generic multicultural training, skill development, competencies, and general strategies for counselors. However, the number of articles written and published on specific groups (25% on African Americans, 4% on Asian Americans, 7% on Latinos, and 7% on Native Americans), compared with those of ethnic and racial groups in general (51%), unfortunately remains limited and points to the need for more specific counseling focus with respect to specific ethnic and racial groups.

In view of the projected increases in ethnic and racial populations in the United States by the year 2050 (U.S. Census Bureau, 2000), particularly among Latinos (24.3%), Asian Americans

(9.3%), and to a lesser degree Native Americans (1.1%), the paucity of articles written (7% on Latinos, 4% on Asian Americans, 7% on Native Americans) in relation to within-group differences is compelling. Ponterotto (1986) recommended an increased representation of diversified ethnic groups in the *Journal of Multicultural Counseling and Development,* calling for more special issues dedicated to Latinos and other ethnic and racial groups on particular subject areas. This analysis supports the identified need for increased attention towards effective strategies and information about counseling Latinos. Bennett et al., (1991) identified a need for broader representation of ethnic group inclusion. One main reason for the importance of more studies on specific minority groups is that it is important to recognize that African Americans, Latinos, Asian Americans, and Native Americans have unique cultures. Generalizing counseling techniques or counselor training without specific knowledge pertinent to different groups can limit counseling effectiveness. Several subgroups, for example, based on generational status, acculturation levels, and socio-economic status, as well as language differences, particularly among Asian Americans, exist (Paniagua, 1994). These within-group differences merit more specific studies in order to provide more effective counselor training and techniques. However minimal the publications, each journal consistently published articles on one or two ethnic and racial groups but gave no attention to the other two groups, which caused a disproportionate imbalance. All of the journals except The *Family Journal*, the *Journal of Mental Health Counseling,* and *Rehabilitation Counseling Bulletin* included articles on Native Americans. *Counselor Education and Supervision* and the *Journal of Humanistic Education and Development* did not publish any articles focused specifically on African Americans. Perhaps an increase in African American scholars within counselor education programs contributed to the increased proportion of articles with particular focus on African American counseling issues.

Conversely the lower number of articles with a Latino, Asian American, and Native American counseling focus might be attributed to fewer scholars representing particular groups.

Another point worthy of attention was the inclusion of special issues on multiculturalism published in eight of the ACA journals. These special issues attest to the support of the counseling profession's goal to promote cultural, ethnic, and racial sensitivity.

Finally, this analysis could be enhanced with additional categorizing by at least one additional researcher. An expanded focus towards the counseling needs of other diverse groups, such as, Gay and Lesbians clients, is also needed.

Conclusions and Recommendations

This article sought to analyze the frequency of multicultural counseling articles in thirteen journals published by the ACA from July 1980 to June 1996. It is evident that the most attention was given to ethnic and racial groups in general. However, the number of articles focused on specific groups, with the exception of African Americans, were consistently low. In view of the projected population increases of Latinos and Asian Americans by the year 2050, along with predictions that these populations will tax more mental health providers, it is important for counseling journals to include a greater balance of articles on specific minorities, as well as to publish more research related to subgroup cultural differences and their commonalties. As found in the Delphi poll conducted by Heath et al., (1988), it was predicted that there would be an increase of 50% in the number of publications related to Latinos, a 25% increase in those related to Asians, and a 32% increase related to African Americans, with Native American publications remaining least likely to change. At this juncture more than 10 years later, this prediction seems to have been realized for African Americans (29%) and Native Americans (7%), but articles on

Latinos (7%) and Asian Americans (4%) published in the ACA journals have not reached the predicted percentages. More research is needed to better understand and rectify this trend.

Perhaps the diverse journals of the ACA should solicit articles on specific populations. On a larger scale, the ACA might also promote, through its divisions, the importance of multiculturalism in the different areas of counseling services. Systematic assessments should also be conducted in different journals at regular time intervals survey their inclusion of various ethnic and racial groups. Additional attention can be devoted to within-group needs. Specifically, in the Latino culture, Mexican Americans, Cuban Americans, Puerto Ricans, Central and South Americans have much intracultural diversity. This could be better addressed with focused attention on various counseling issues for certain subgroups rather than an all-inclusive generalizing of Latino counseling needs.

As the minority population continues to grow, coupled with socioeconomic changes and pressures, it is of paramount importance that counselors be sensitive and prepared to work with more populations effectively. Although books related to this subject are very useful, journals contribute greatly to the profession when practitioners need to access the most current information on specific areas. For this purpose journal articles should address counseling and relevant multicultural issues.

Table 1

Number of Articles Published in ACA Journals (July 1980 to June 1996)

		Research		Focus		
Journal	No. Articles	Empirical	Non-empirical	Career	Techniques	Training
CDQ	41	24 (59%)	17 (41%)	38 (93%)		3 (7%)
C&V	13	5 (39%)	8 (61%)	1 (8%)	3 (23%)	9 (69%)
CE&S	38	16 (42%)	22 (58%)	3 (8%)	5 (13%)	30 (79%)
ESG&C	20	5 (25%)	15 (75%)		10 (50%)	10 (50%)
FJ	7	5 (71%)	2 (29%)		4 (58%)	3 (42%)
JSGW	23	4 (17%)	19 (83%)	1 (4%)	12 (52%)	10 (44%)
JCD	116	71 (61%)	45 (39%)	14 (12%)	39 (34%)	63 (54%)
JHEA&D	15	4 (26%)	11 (74%)	1 (7%)	4 (26%)	10 (67%)
JMHC	13	3 (23%)	10 (77%)		7 (54%)	6 (46%)
JMCD	244	133 (55%)	111 (45%)	44 (18%)	59 (24%)	141 (58%)
RCB	9	7 (78%)	2 (22%)	3 (33%)	1 (12%)	5 (55%)
MEC&D	19	17 (89%)	2 (11%)	2 (11%)	1 (5%)	16 (84%)
SC	30	6 (24%)	20 (80%)	3 (10%)	14 (47%)	13 (43%)
TOTAL	588	300 (51%)	288 (49%)	110 (19%)	159 (27%)	319 (54%)

Note. Career Development Quarterly (CDQ), Counseling and Values (C & V), Counselor Education and Supervision (CE & S), Elementary School Guidance and Counseling (ESG & C), The Family Journal: Counseling and Therapy for Couples and Families (FJ), The Journal for Specialists in Group Work (JSGW), Journal of Counseling and Development (JCD), The Journal of Humanistic Education and Development (JHE & D), Journal of Mental Health Counseling (JMHC), Journal of Multicultural Counseling and Development (JMCD), Rehabilitation Counseling Bulletin (RCB), Measurement and Evaluation in Counseling and Development (MEC & D), and *School Counselor (SC).*

Table 2

Representation of Ethnic Groups in ACA Publications (July 1980 – June 1996)

	Journal						
Ethnic Group	*CDQ*	*C & V*	*CE&S*	*ESG&C*	*FJ*	*JSGW*	*JC&D*
African American (AfAm)	11 (27%)	2 (15%)		5 (25%)	2 (29%)	7 (30%)	17 (14%)
AfAm & Whites	4 (10%)						4 (3%)
AfAm, Native Am & Whites	1 (2%)	1 (8%)					
Asian American	4 (9%)					4 (17%)	6 (5%)
Asian Am & Whites	1 (2%)	1 (8%)					
Latino	2 (5%)			2 (10%)	2 (29%)		9 (8%)
Latino & Whites							1 (2%)
Latino, Af Am & Whites	2 (5%)						
Latino & Asian Am							1 (2%)
Native American	1 (2%)	2 (15%)	3 (8%)	3 (15%)		2 (9%)	5 (4%)
Ethnic and Racial Groups in General	15 (37%)	7 (54%)	35 (92%)	10 (50%)	3 (42%)	10 (44%)	73 (62%)

Table 2 (cont.)

Ethnic Group	Journal *JHE&D*	*JMHC*	*JMCD*	*RCB*	*MEC&D*	*SC*	TOTAL
African American		4 (30%)	84 (34%)	2 (22%)	6 (32%)	5 (18%)	145 (25%)
African Am & Whites		1 (8%)	11 (5%)	1 (12%)		1 (3%)	22 (4%)
African Am, Native Am & Whites							2 (0.3%)
Asian American			5 (2%)		1 (5%)	1 (3%)	21 (4%)
Asian Am & Whites			3 (1%)				5 (0.9%)
Latino			17 (7%)	3 (33%)	3 (16%)	4 (13%)	42 (7%)
Latino & Whites	1 (7%)		2 (1%)				4 (0.7%)
Latino, African Am & Whites			2 (1%)				4 (0.7%)
Latino & Asian Am							1 (0.2%)
Native American	2 (13%)		19 (8%)		2 (11%)	4 (13%)	43 (7%)
Ethnic and Racial Groups in General	12 (80%)	8 (62%)	101 (41%)	3 (33%)	7 (36%)	15 (50%)	299 (51%)

Table 3

Four Year Trends by Ethnic Groups – All Journals in Analysis

ETHNIC GROUP	JULY 1980 JUNE 1984	JULY 1984 JUNE 1988	JULY 1988 JUNE 1992	JULY 1992 JUNE 1996	JULY 1980 JUNE 1996
African American	42 (30%)	33 (35%)	27 (18%)	43 (21%)	145 (25%)
African American & Whites	7 (5%)	2 (2%)	7 (4%)	6 (3%)	22 (4%)
African American, Native American & Whites	2 (1%)	0	0	0	2 (.3%)
Asian American	1 (.7%)	4 (4%)	8 (5%)	8 (4%)	21 (4%)
Asian American & Whites	0	1 (1%)	1 (.7%)	3 (2%)	5 (.9%)
Latino	12 (9%)	5 (5%)	7 (4%)	18 (9%)	42 (7%)
Latino & Whites	0	1 (1%)	0	3 (2%)	4 (.7%)
Latino, African American & Whites	1 (.7%)	1 (1%)	1 (.7%)	1 (.5%)	4 (.7%)
Latino & Asian American	0	0	1 (.7%)	0	1 (.2%)
Native American	11 (8%)	5 (5%)	11 (7%)	16 (8%)	43 (7%)
Ethnic and Racial Groups in General	62 (45%)	44 (46%)	90 (59%)	103 (51%)	299 (51%)

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